

ROUTINE

R 071915Z FEB 03 ZYB MIN PSN 531919J28

FM CNO WASHINGTON DC//N1//

TO NAVADMIN

UNCLAS //N01040//
NAVADMIN 031/03

MSGID/GENADMIN/CNO WASHINGTON DC/-/FEB//

SUBJ/PERFORM TO SERVE (PTS) POLICY//

RMKS/1. CNO'S COMMITMENT TO MANPOWER AND YOUR LEADERSHIP IN RECRUITING, RETENTION AND ATTRITION MEASURABLY INCREASED MANPOWER READINESS IN THE FLEET. WE WANT TO SEIZE UPON THE RESULTANT OPPORTUNITY TO BETTER SHAPE THE FORCE SO OUR MANNING MATCHES MISSION REQUIREMENTS. THIS NEW LONG TERM FORCE SHAPING INITIATIVE IS CALLED PERFORM TO SERVE.

2. WE WOULD LIKE TO RETAIN ALL ELIGIBLE SAILORS WHO DESIRE TO STAY NAVY, BUT SIMPLY CAN'T AFFORD TO RETAIN PEOPLE IN ANY RATING THAT IS MANNED BEYOND REQUIREMENTS. THERE EXISTS EXCESS INVENTORY IN SOME RATINGS WHILE OTHERS ARE IN CRITICAL NEED OF SAILORS. THESE CONDITIONS SIGNIFICANTLY AFFECT CAREER PROGRESSION AND ADVANCEMENT OPPORTUNITIES OF SAILORS AND HAVE A NEGATIVE IMPACT ON MISSION READINESS AND FLEET CAPABILITIES.

3. WE WILL LAUNCH PTS IN MARCH TO SHAPE THE FORCE OF THE FUTURE. THIS CENTRALIZED REENLISTMENT RESERVATION SYSTEM WILL ULTIMATELY BE APPLIED TO ALL SAILORS (USN, USNR, USNR(TAR)) AS THEY REENLIST. THE INITIAL OBJECTIVE WILL BE TO CONTROL REENLISTMENTS OF FIRST TERM SAILORS IN OVERMANNED RATINGS AND TO OFFER A NUMBER OF THEM A CONVERSION OPTION TO UNDERMANNED RATINGS. COMMENCING WITH REENLISTMENTS EFFECTIVE IN MARCH 2003, WE WILL FOCUS ON SAILORS NOT UNDER ORDERS AND REACHING THE END OF THEIR INITIAL SERVICE OBLIGATION AS EXTENDED. COMMANDER, NAVY PERSONNEL COMMAND WILL BE THE FINAL APPROVAL AUTHORITY FOR REENLISTMENT REQUESTS, BASED ON THE COMMANDING OFFICER'S RECOMMENDATION.

4. YOU SHOULD MONITOR RATING HEALTH BY READING CREO/REGA MESSAGES. SEEK OUT YOUR SAILORS WHO ARE IN OVERMANNED RATINGS AND DETERMINE THEIR ELIGIBILITY FOR CREO 1 AND 2 RATINGS. CONDUCT CAREER DEVELOPMENT BOARDS AND PROVIDE THE GUIDANCE, TRAINING AND RE-TESTING NECESSARY. ENCOURAGE GENDET SAILORS TO TAKE THE CRITICAL JOBS AND DESIGNATED SAILORS TO LATERALLY CONVERT FROM OVERMANNED RATINGS INTO UNDERMANNED ONES.

6. IMPLEMENTING GUIDANCE WILL BE SENT IN A FORTHCOMING NAVADMIN.

7. POC: NCCM MILLER, NAVPERSCOM (PERS-00R), (901) 874-2362/DSN 882.

8. RELEASED BY VADM G. L. HOEWING, N1.//

BT

NNNN